

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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HOLIDAY PROVISION

FOR

LIGHT FIXTURE MAINTENANCE
(ALL CLASSIFICATIONS)

IN

ORANGE COUNTY

ELECTRICAL MAINTENANCE AGREEMENT

BETWEEN

LOCAL UNION 441

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AND

ORANGE COUNTY CHAPTER

NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

COVERING

ORANGE COUNTY, CALIFORNIA

DECEMBER 1, 1994 THROUGH NOVEMBER 30, 1995

R E C E I V E D

Department of Industrial Relations

JUN 12 1995

Div. of Labor Statistics & Research
Chief's Office

ARTICLE V

HOURS OF WORK/OVERTIME/HOLIDAYS/SHIFTS/TRAVEL/PAID PARKING

SECTION 5.1 The work day shall be from 8:00 A.M. to 4:30 P.M. with thirty (30) minutes for lunch period. The work week shall be five (5) consecutive days, Monday through Friday, or Tuesday through Saturday. Any change in an employee's scheduled work week shall be for at least two (2) consecutive weeks. Employees required to change scheduled work weeks shall receive no less than two (2) working days notice.

Example: Employees changing from Monday-Friday work week to a Tuesday-Saturday work week shall be notified no later than starting time the Thursday immediately preceding scheduled change.

Employees changing from Tuesday-Saturday work week to Monday-Friday work week shall be notified no later than starting time the Friday immediately preceding scheduled change.

OVERTIME AND HOLIDAYS

SECTION 5.2 Double the straight time rate of pay shall be paid for work performed on Sundays and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day, or days celebrated as such. All other work performed outside the regularly scheduled work day shall be paid for at time and one-half the straight time rate of pay.

No work shall be performed on Labor Day except in case of emergency and then only after permission is granted by the Business Manager of the Union.

SHIFT WORK

SECTION 5.3 (a) Journeyman and Apprentice Maintenance Electrician

When so elected by the Employer, multiple shifts of at least five (5) days duration may be worked.

THE FIRST SHIFT (day shift) shall be worked between the hours of 8:00 A.M. and 4:30 P.M. Workmen on the day shift shall receive (8) hours pay at the regular hourly rate for eight (8) hours work.

THE SECOND SHIFT (swing shift) shall be worked between the hours of 4:30 P.M. and 12:30 A.M. Workmen on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate plus ten percent (10%) for seven and one-half (7-1/2) hours work.

THE THIRD SHIFT (graveyard shift) shall be worked between the hours of 12:30 A.M. and 8:00 A.M. Workmen on the "graveyard shift" shall receive eight (8) hours pay at the regular hourly rate plus fifteen percent (15%) for seven (7) hours work.

A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one half (1-1/2) times the 'shift' hourly rate. There shall be no pyramiding of overtime rates and double the straight-time rate shall be the maximum compensation for any hour worked. There shall be no requirement for a day shift when either the second or third shift is worked.

(b) There shall be no SHIFT DIFFERENTIAL for Lighting Maintenance classifications.

CALLOUT PAY

SECTION 5.4 Any employee called out for work outside the regularly scheduled work hours shall receive a minimum of two (2) hours pay at the appropriate rate.